



San Juan Mountains Association

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Job Announcement Seasonal Wilderness Crew member

BACKGROUND

Founded in 1988, San Juan Mountains Association (SJMA) is a public lands conservation non-profit working in partnership with the San Juan National Forest, Rio Grande National Forest, Grand Mesa Uncompahgre and Gunnison National Forest, and the Bureau of Land Management (BLM) providing outreach, education, and stewardship throughout southwest Colorado.

JOB SUMMARY

Do you love Wilderness, backpacking, and working in remote areas? The San Juan Mountains Association (SJMA) Wilderness Stewardship Crew operates under the supervision of a Crew Leader as a four-person team in rugged, remote, and beautiful backcountry Wilderness areas in Southwest Colorado. This position entails significant backpacking with tools and equipment to many high-elevation Wilderness areas in a variety of weather conditions. The crew performs Wilderness monitoring, makes public contacts, conducts trail maintenance, and prioritizes clearing trails of downed trees with cross cut saws. The Wilderness Stewardship Crew will conduct a variety of backcountry Wilderness projects under the supervision/guidance of a SJMA crew leader and in partnership with San Juan National Forest (SJNF) staff. Crew Members will receive a broad spectrum of relevant training and will end the season with a range of hands-on Wilderness stewardship experience.

Position Title: Wilderness Crew member

Employment Type: Seasonal, Full-time, hourly (40 hours/week)

Reports To: SJMA Stewardship Director

Status: At-will position

LOCATION

This is a field position and work will be remote and taking place on the San Juan National Forest. The office location is the SJMA's headquarters, at the SJNF Supervisors Office, in Durango Colorado.

SCHEDULE

- Seasonal, full-time (40 hours/week), non-exempt. The expected season is mid-May through early September. Typical schedule: 4 days on, 3 days off, 10-hour days (7:00 am – 5:30 pm), A limited number of 8-day hitches may be required to complete projects in remote locations.
- Weekend and evening work may be required

GENERAL DUTIES

- Perform strenuous manual labor in all weather at high elevations
- Work with crosscut saws and other relevant trail tools
- Hike long distances with a heavy pack
- Work and care for yourself in an outdoor environment

- Complete projects defined by SJMA/SJNF staff
- Increase trail accessibility and durability
- Engage with backcountry visitors to increase public knowledge of Leave No Trace principles, Wilderness etiquette, and safety.
- Complete Wilderness characteristic monitoring and data collection as needed
- Contribute positively to team dynamics under challenging conditions
- Communicate effectively and maintain a positive attitude
- Follow all safety protocols and wear PPE
- Be familiar with backcountry overnight travel, navigation, and emergency response
- Maintain professional conduct with customers, partners, and coworkers

SKILLS AND QUALIFICATIONS

The successful candidate will possess a combination of the following skills/qualifications:

Core Qualifications

- Extensive backpacking and backcountry camping experience is a must.
- Team-based outdoor experience
- Map and compass navigation skills
- Ability to safely use trail-building tools (crosscut certification is a plus)
- Public engagement experience
- Data collection experience
- Valid driver's license, clean driving record, reliable transportation

Physical Expectations

- Ability to lift/carry 50–75 lbs,
- Hike up to 12 miles/day in all weather at high elevations
- Ability to safely use tools and equipment

EDUCATIONAL REQUIREMENTS

- High school diploma

COMPENSATION

- **Hourly Rate:** \$19-21/per hr DOE
- **Benefits Include:**
 - Simple IRA with employer 3% matching contributions
 - Uniform shirts, rain jacket, and Protective Equipment
 - End-of-season bonus for completing full field season
 - Sick time per Colorado law (1 hour per 30 hours worked)
 - USFS trainings and professional development opportunities
 - Government housing may be available
 - Wilderness First Aid certification if needed
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APPLICATION INSTRUCTIONS

Applicants should submit **one PDF** containing:

- Resume
- Letter of interest which briefly describes your goals, qualifications, and interest in the position.
- Please submit your application by **March 17th 2026**. With ***Wilderness crew member*** in subject line

 Send materials to: **jobs@sjma.org**

 No phone calls, please.

SJMA is an equal opportunity employer. All offers of employment will be subject to satisfactory completion of a background check.